

NOMINATION OF MOLLIE H. BEATTIE

Y 4. P 96/10: S. HRG. 103-182

Nomination of Mollie H. Beattie, S....

HEARING BEFORE THE COMMITTEE ON ENVIRONMENT AND PUBLIC WORKS UNITED STATES SENATE ONE HUNDRED THIRD CONGRESS

FIRST SESSION

ON

THE NOMINATION OF MOLLIE H. BEATTIE TO BE DIRECTOR OF THE
FISH AND WILDLIFE SERVICE

JULY 28, 1993

Printed for the use of the Committee on Environment and Public Works



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ISBN 0-16-041433-4

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NOMINATION OF MOLLIE H. BEATTIE

WEDNESDAY, JULY 28, 1993

U.S. SENATE,
COMMITTEE ON ENVIRONMENT AND PUBLIC WORKS,
Washington, DC.

The committee met, pursuant to notice, at 10:05 a.m. in room 406, Dirksen Senate Office Building, Hon. Max Baucus [chairman of the committee] presiding.

Present: Senators Baucus, Graham, Chafee, Simpson, Durenberger, and Faircloth.

OPENING STATEMENT OF HON. MAX BAUCUS, U.S. SENATOR FROM THE STATE OF MONTANA

Senator BAUCUS. The hearing will come to order.

It is my pleasure to hold a hearing this morning on the nomination of Ms. Mollie Beattie to be Director of the U.S. Fish and Wildlife Service, Department of the Interior.

Before we begin, Ms. Beattie, I am wondering if you have any family here that you would like to introduce at this time?

Ms. BEATTIE. I do, Senator. Sitting here is my husband, Rick Schwolsky.

Senator BAUCUS. Rick, could you stand, please? Welcome.

Mr. SCHWOLSKY. Thank you.

Ms. BEATTIE. And to his left is my one and only sister, Jane Beattie.

Senator BAUCUS. Jane, why don't you stand, too? Great.

Ms. BEATTIE. And to her left are Herb and Michele Morris, who are relatives.

Senator BAUCUS. Why don't you both stand too, please?

Thank you very much. Welcome.

I welcome you. Why don't both of you come to the witness table?

I welcome you both, both Ms. Beattie and Senator Leahy, and thank you both for coming this morning.

Ms. Beattie, if confirmed, you will be charged with a number of key responsibilities, including protection of endangered species; management of the National Wildlife Refuge System; conservation of migratory birds; wetlands, and sport fisheries. These are issues which are of critical importance to the Congress and to the American people. Because of the importance of fish and wildlife management, since 1974 our laws have required that the position of U.S. Fish and Wildlife Service Director be filled by someone who "is, by reason of scientific education and experience, knowledgeable in the principles of fisheries and wildlife management."

When President Clinton nominated you there were several questions raised about whether your qualifications met these statutory requirements. However, after careful review of both the statutory requirements and Ms. Beattie's qualifications, I have determined that she is knowledgeable in the principles of fisheries and wildlife management by reason of both her scientific education and her experience.

With respect to the scientific education requirement, Ms. Beattie holds a Master of Science from the School of Natural Resources at the University of Vermont. This degree places special emphasis on natural resource management, including forest ecosystem biology. She has more than 30 credit hours of graduate-level coursework in the biological sciences field and related fields, including courses in wildlife management; botany; natural resources, and forest ecology. In short, she has received substantial scientific education in the principles of fisheries and wildlife management.

Ms. Beattie also has substantial experience in applying the principles of fisheries and wildlife management. After she earned her M.S. at the University of Vermont, she worked as a research assistant at Dartmouth College, analyzing the wildlife and other ecological impacts of a proposed powerplant. After that, Ms. Beattie worked closely with one of the Nation's foremost gamebird experts on a project to conduct research and to demonstrate wildlife habitat management on private lands.

From 1981 to 1982 she directed a forest demonstration project for the University of Vermont Extension Service. Her work in this project was the basis for the wildlife habitat management sections of "Working With Your Woodland." Ms. Beattie was the principal author of this book for private landowners.

From 1985 to 1989 Ms. Beattie worked as Commissioner of Forests, Parks and Recreation for the State of Vermont. In this capacity she supervised wildlife habitat management on all of Vermont's State-owned lands, in cooperation with the State Department of Fish and Wildlife.

From 1989 to 1990 Ms. Beattie was the Deputy Secretary of the Vermont Natural Resources Agency. Responsibilities in that position included overseeing the Department of Fish and Wildlife. As Deputy Secretary, she served as a hearing officer on disputes over endangered species.

I am fully satisfied that Ms. Beattie not only satisfies the legal requirements to be Director, but that she has the education and experience to excel in that position.

If you are confirmed, Ms. Beattie, you will need to draw on all that education and experience.

As you know, most fish and wildlife habitat is not found on Federal lands, and most serious threats to the National Wildlife Refuge System come from outside refuge boundaries. Consequently, for you to be successful in carrying out your duties as Director of the United States Fish and Wildlife Service, you will need to work closely with the States and with private landowners. You have a lot of experience in that area, and it should serve you well.

These should be challenging and exciting tasks. They call for a new way of thinking about our Nation, our people, and about our natural resources. It means being bold, reaching out for new ideas,

finding out what's broken and fixing it, and dispelling old myths, like the myth that we must choose between healthy fish and wild-life populations and a strong economy. We can and should have both.

You bring enormous potential to help dispel this old myth and help break the gridlock by replacing confrontation with cooperation.

We have a lengthy legislative agenda before us. As we proceed to develop changes in the Endangered Species Act, the Section 404 Wetlands Program, and other existing laws, we must reach out to States and cities and all affected parties in an effort to assess how well these laws are working and how they can be improved. We must continue to build a solid foundation through better science and research and development as a basis for our decisions.

I wish you well and thank you for coming. I look forward to working very closely with you.

Ms. BEATTIE. Thank you, Mr. Chairman.

Senator BAUCUS. At this time I would like to turn to the Chairman of the Agriculture Committee who I am sure would like to introduce you.

STATEMENT OF HON. PATRICK J. LEAHY, U.S. SENATOR FROM THE STATE OF VERMONT

Senator LEAHY. Thank you, Mr. Chairman.

You have stated Mollie Beattie's background and qualifications so well, and I won't repeat them. After hearing your own strong endorsement of her I am almost afraid to say anything further because I do not want to change your mind. You have been very forthright and candid with me in our earlier discussions at the time of her appointment, and I appreciate that.

In my 19 years in the Senate I have rarely come before any committee to speak for the confirmation of a nominee. I have done it rarely for a number of reasons, not the least of which is that I wanted to make sure that when my colleagues hear me speak on behalf of a nominee, that they know that I truly believe in that nominee and it is one I would feel most comfortable in voting for.

I well realize that this is a position designed to be for all of us. As we look around this committee room right now, we have as Chairman one of the leading western Senators of this country; another member is the Senator from Florida, who is here; myself, as a Senator from Vermont and the New England part of the country—three entirely different parts of a great and vast Nation. What we probably realize more than anywhere else in the Senate—there are only 100 of us and we all know each other very well—we learn that indeed there are great differences in this Nation. I have traveled, of course, in the States of both Senators represented here, as I have in most other States. I would not recommend someone for this position unless I thought he or she could represent all States and could work to bring us together, rather than drive us apart. I think that one of the most damaging aspects of our national life would be a policy to try to set region against region, or State against State. We should strive as Senators, and the President should strive in his appointments, to appoint people who will bring

us together and bring this great, vast, wonderful country together on what are basically common goals.

Mollie Beattie will do that. Of course, I know of her work in Vermont, as a Vermonter. It has made all of us proud. It is interesting, the tremendous support that she has received in Vermont from both Republicans and Democrats alike because she ran her office in a nonpartisan way.

You have mentioned fish and wildlife issues. Mr. Chairman, let me tell you, there are few issues that come to the priority of fish and wildlife issues in the State of Vermont. There are no Democrats, Republicans, or independents when it comes to those issues. There are people who are passionately concerned about what kind of fishing we have, how our wildlife is taken care of and nurtured, what our habitat is. And with the realization that it also is a major part of our economy in how it is handled.

I have never known Mollie Beattie to take a position that was partisan or a position that went against the best interests of our State or of those major areas she had under her jurisdiction.

So I will conclude with this, Mr. Chairman. This is one of my rare appearances on behalf of a nominee. I do it with absolutely no reservations whatsoever. I think that the country would benefit by Mollie Beattie's confirmation. I think the Senate can be extremely proud of voting for her confirmation, and I think that President Clinton deserves great credit in making this nomination.

Senator BAUCUS. Thank you very much, Senator. I very much appreciate those remarks for several reasons. Number one, it is your involvement in environmental issues. I know of no Senator who is more devoted to our country's long-term environmental protection than you. As Chairman of the Agriculture Committee, which has shared jurisdiction with this committee in some respects over environmental matters, we have worked closely; but more importantly, I have been very impressed by your dedication to environmental matters.

So anything you say with respect to the nominee to be Director of the Fish and Wildlife Service is given great weight.

Second, as you say, it's not often that you introduce witnesses, and your introduction here today—because it is rare—carries additional weight. We thank you very much for your statement.

I would now like to turn to Senator Graham for any statement he may make. Senator Graham is Chairman of the subcommittee which has jurisdiction over the Fish and Wildlife Service. Senator Graham has been holding many hearings on reauthorization of the Clean Water Act and he is doing a terrific job.

I just want to thank you publicly, Senator, for all that you're doing.

OPENING STATEMENT OF HON. BOB GRAHAM, U.S. SENATOR FROM THE STATE OF FLORIDA

Senator GRAHAM. Thank you very much, Mr. Chairman.

I had the fortuitous opportunity to spend a few minutes with Ms. Beattie yesterday. We discussed a variety of issues, from the National Wildlife Refuge System to the Endangered Species Act. I was very impressed with her obvious knowledge of those issues and her

command of the options for public policy, and frankly, I agreed with her selection of what would be the most appropriate approach to take.

I believe, Mr. Chairman, that we have the opportunity to confirm—and I hope quickly—an individual of exceptional education background and experience and great thoughtfulness on these important issues. I look forward a long period of service with her on behalf of America's fish and wildlife and the habitat that support them.

Ms. BEATTIE. Thank you, Senator.

Senator BAUCUS. Thank you, Senator Graham.

Ms. Beattie, we would like to hear any statements that you might have at this point.

And thank you very much, Senator Leahy, for introducing the nominee.

STATEMENT OF MOLLIE H. BEATTIE, NOMINATED TO BE DIRECTOR, FISH AND WILDLIFE SERVICE

Ms. BEATTIE. Senator, I do have a prepared statement.

Senator BAUCUS. Why don't you proceed? We generally have a five-minute rule here. Can you give me some indication of how long your statement is?

Ms. BEATTIE. About five minutes, Senator.

[Laughter.]

Senator BAUCUS. OK. You can take a few more minutes if you wish.

Ms. BEATTIE. Thank you. I will try to keep it brief.

It is an honor to be nominated by President Clinton for this position and to have that nomination considered by this committee. I have met with many of you over the past few weeks and found myself in the presence of people with a strong commitment to the conservation of our natural world. If I am confirmed, we will work together on many issues over several years, and I know we will do so on the common ground of that commitment.

I also discovered among those Senators with whom I was able to meet a deep respect for the U.S. Fish and Wildlife Service, and here too is common ground. I wish that all those citizens who subscribe to the disparaging myths about public employees could meet the people who make up the U.S. Fish and Wildlife Service. As many of you have remarked, there is no more competent, energetic, creative, or passionate group of workers in any sector, public or private. If confirmed, I hope I can be worthy of their dedication.

I realize that I represent some contrasts with previous Directors of the U.S. Fish and Wildlife Service. I am a forester, a northeasterner, a nonhunter, and a woman. I would like to talk briefly to you about each of these and how they might help me lead the Service during this time of great changes in its focus, its goals, and its composition.

I am a forester by training, but the forestry I learned is that of Aldo Leopold and other great conservationists who come from that field. It is about forest ecosystems, not timber; I was trained to deal with the forest as a whole, to think all at once about "everything

that the forest produces and everything that is seen and heard there”.

As the Chairman mentioned, the month that I finished my studies at the University of Vermont I was hired to write the wildlife sections of an environmental impact statement. Six months after that, I was employed by the University of Vermont to administer a research and demonstration project about wildlife habitat management. This was evidence, I think, of the breadth of that school's forestry program.

If confirmed, I would work to make the U.S. Fish and Wildlife Service a national and international advocate for ecosystem thinking, an outlook crucial to conservation of our fish and wildlife, and perhaps even to human survival. Many of the current conflicts about loss and endangerment of our fish and wildlife are the results of failures to see ecosystems as wholes: to understand, for instance, that poor land use at a river's headwaters results in loss of a fish run at its mouth; that the loss of one species of fish means the loss of those species that depend on it; that the loss of enough species will mean the loss of our own.

Last week, Senators Baucus and Chafee released the results of a national poll demonstrating that the public does not understand these concepts or the urgency of their acceptance. If confirmed, it would be my goal to improve that awareness. Without it, I do not believe that we can save fish and wildlife species no matter how much we try to improve the Federal laws meant to protect them.

I would ask the Service to deliver this broad message about the conservation of fish and wildlife: that the choice between people and animals is not a real one because nature binds us to a common fate. We must have jobs and development that maintain all species, including our own. The public must be given the faith that this is possible, given some new ways of thinking and doing business.

Second, I am a New Englander, but I have long familiarity with other regions of the country where the Service has a presence. I know the southwestern desert, where my grandparents maintained a home for 30 years. I know the California coast, where my mother lived for a decade, and Idaho, where she has now resided for almost two decades. I know the Rockies, where I worked as an Outward Bound instructor.

Contrary to the Northeast's urbanized image, the place I have lived for the last decade is a house Rick and I built ourselves a mile from the last power pole, a half mile from our only neighbors, and in the winter, a half hour from our tiny village. So I know about rural economies and ways of life. And much of my knowledge of wildlife is from its constant companionship: the moose in the driveway; the geese on the pond; the wild turkeys at our bird-feeder; and this spring, a now-famous bear in my apiary.

Despite some marked contrasts, Vermont and other regions of the country do share many common conditions and controversies regarding fish, wildlife, and public lands.

As Senator Leahy stated, no State has a fiercer tradition of local control and private ownership than Vermont. Our conservation efforts of course involve regulation and public land acquisition, which are essential, but their cornerstone has long been cooperation with private landowners. In the 1990's it is clear throughout

the Nation that partnerships with private landowners are necessary to the conservation of the Nation's flora and fauna. There must be effective incentives and programs for these owners in order to encourage their long-term stewardship. I have designed and administered many such initiatives over the last two decades and I look forward to helping the U.S. Fish and Wildlife Service develop its private lands programs into models of conservation for the 21st century. I would like to note that this effort would include the Service's work with endangered species. I would look for every opportunity to work with private landowners to prevent the listing of species long before they are threatened.

For 14 years in the 18th century, Vermont was an independent republic. The decision to join the Union in 1791 is still occasionally debated. As Deputy Secretary of Natural Resources for Vermont, I oversaw the Department of Fish and Wildlife and know well that management of fish and wildlife is a particularly controversial aspect of State's rights issues. As a Director of the U.S. Fish and Wildlife Service who has worked in State government, I would work hard for a productive partnership between the States and the Federal Government.

It may be surprising to know that Vermont, famous for its greenness, has its share of water problems. As your colleagues Senators Jeffords and Leahy will confirm, central and divisive environmental battles in recent years have been over water appropriation, quality, and flow in Vermont's rivers and streams. I have been deeply involved in many of these, from writing State standards for the management of riparian areas to involvement in disputes over allocations, to the review of State water quality permits. If confirmed, I will come to the Service with a good understanding of the difficult water-related problems the Service is facing, particularly in the West.

From Vermont I would also bring a deep concern for our Nation's fisheries. They are downstream and downhill from pollution and poor land use everywhere, and as such are an important gauge of our general success in environmental protection.

In my capacity as manager of State-owned natural resource lands in Vermont, I learned a great deal about public land planning, acquisition, exchanges, and management. I instituted public involvement in the planning for State-owned lands and designed a standardized and straightforward framework for public land plans, a goal of Senator Graham's bill concerning the National Wildlife Refuges. From my experience as a public land manager in a rural and natural resources-dependent State, I am conversant in the major issues for the Services western—and especially Alaskan—wildlife refuges, and I am especially familiar with issues relative to the impacts of public land on economic development, which I know are of great interest to many of you.

Third, I am not a hunter, and have not fished since I lost my fishing companion, my grandfather. But I have lived for more than half my life in Vermont, a State—as Senator Leahy noted—where the hunting and fishing tradition runs very, very deep. Our friends and neighbors hunt on our land, most of them for the recreation, some of them for the food. I understand hunting well and am grateful to anglers and hunters for their long and effective conser-

vation efforts. I share with hunters the appreciation of wildlife that comes from watching it closely for a long time.

As one of the estimated 76 million Americans who spend their time and money in pursuit of wildlife, but do not hunt, I would try hard as Director to make more of them into active advocates and financial supporters of fish and wildlife conservation.

Finally, a word about diversity. The U.S. Fish and Wildlife Service is already committed to improving the diversity of its workforce and is dealing with what can be a difficult and painful process of change. With my long and personal experience with these issues and a successful professional history with this kind of effort, I believe I can help the Service through to its goal of being a cohesive organization with a richness of gender, color, age and outlook.

I know that we cannot achieve this long-term change in the diversity of the Service without also increasing the diversity of people who are involved with fish and wildlife. For example, the children in inner city schools will hold the earth in their hands in a few years. If they do not get a chance to learn and marvel about that earth and its creatures, the Service cannot succeed in its goals for workforce diversity—or, for that matter, in any other aspect of its mission.

As Director I would work to return through the Service the gift I have received from a lifetime spent in the natural world. I would ask that the Service take as its ultimate mission to make available for all Americans, living and future, rural and urban, that profound and personal amazement at the natural system that supports us all.

Senators, I thank you again for the honor of your consideration.

Senator BAUCUS. Thank you very much, Ms. Beattie.

Before we turn to questions let me now turn to the Senator from Wyoming, Senator Simpson, for any statement he may wish to make.

OPENING STATEMENT OF HON. ALAN K. SIMPSON, U.S. SENATOR FROM THE STATE OF WYOMING

Senator SIMPSON. Mr. Chairman, thank you very much. I had an excellent visit with Ms. Beattie and enjoyed that very much. This position is a very important one to America and to those of us in the West. Most of the public land conflicts we have in the West involve wildlife management issues; you and I have shared that.

But I think Vermont and Wyoming are similar in many ways. Perhaps with the interesting nature of their people— independent and rugged and ornery and opinionated—

Ms. BEATTIE. You flatter us, Senator.

[Laughter.]

Senator SIMPSON. Well, there are some other adjectives I could use—

[Laughter.]

Senator SIMPSON. That's except for one issue which is very vivid, and that is Federal public lands. Wyoming supports, for the Nation, about 44 percent of the wilderness in the lower 48 States, in my State. We have struggles about wilderness as they do in the Chairman's home State. It is a difficult issue. Not only wilderness,

but forest lands; and then not only forests, but BLM lands, each of them impacted by the endangered species laws.

So I think it is important that we have a person in the position with an appropriate degree of knowledge about game and fish management, and you have indicated that you have things to learn in that area, that your background is forestry but that you've certainly worked with conservation and foundations. You understand that hunters and fishermen are the largest group of conservationists we have in this country. There are some who look upon those pursuits, and those who pursue that, as the "hook and bullet bunch" in a denigrating type of attitude.

I believe you indicated you certainly don't share that view, but fishing and hunting and wildlife-related pursuits generate about \$64 billion in this economy. That's a significant figure, and the fishing and hunting fees pay for an important amount of conservation programs, including nongame programs.

I just hope that you and the administration will keep those factors in mind as we carry out those wildlife management policies over the next few years.

Finally, the Endangered Species Act, you and I have talked of that. It is always going to be important because we end up with the most controversial endangered species conflicts. The spotted owl is the best known and most vivid example. In Wyoming we have the grizzly bear, and soon may have the gray wolf to deal with. We've seen abuses of that act in the past, where Federal land managers have used endangered species as pawns to justify policy decisions that have little or nothing to do with managing wildlife. At one time we had over a third of Yellowstone Park closed to the public in the name of grizzly bear protection, and actions like that do little but alienate the public in that area and others and lessen support for the endangered species recovery effort.

So I think we need to get on with delisting of the grizzly bear. That population is recovering, and those at this table have helped to assist in that; yet it seems that the Federal bureaucracy that was set up to aid in the grizzly bear recovery has little interest in delisting this magnificent animal because some in the Fish and Wildlife Service have created their own little kingdoms. They call them "temples of turfdom." They are reluctant to relinquish them, and if the Endangered Species Act really works, we must get on with the process of recovery and delisting as appropriate.

So, I look forward to hearing about these and other important wildlife management issues, and I appreciated the opportunity to visit with you and share my own personal considerations and concerns. I look forward to hearing your thoughts. Thank you very much.

Thank you, Mr. Chairman.

Ms. BEATTIE. Thank you.

Senator BAUCUS. Thank you very much, Senator.

I will turn to the ranking member of this committee, who does terrific work, Senator Chafee.

OPENING STATEMENT OF HON. JOHN H. CHAFEE, U.S. SENATOR
FROM THE STATE OF RHODE ISLAND

Senator CHAFEE. Thank you very much, Mr. Chairman. I have a statement that I'll place in the record and I want to join in welcoming Ms. Beattie here.

I think that was an excellent statement. She really covered all the bases on her background. Her mother certainly moved around a lot.

[Laughter.]

Senator CHAFEE. As I mentioned to you the other day, I think you're getting one of the best jobs in the U.S. Government. I think you come to this job particularly well qualified and prepared, and I commend the President for selecting you, and Secretary Bruce Babbitt likewise.

Ms. BEATTIE. Thank you, Senator.

Senator CHAFEE. You are with a proud and wonderful Service that I feel great respect and affection for. You are an advocate, and you should be an advocate, for fish and wildlife. That's the name of your job; you're in the Fish and Wildlife Service. You will have some contentious issues to deal with, as the distinguished whip of our party, Senator Simpson, mentioned, with the Endangered Species Act, management of the National Wildlife Refuge System, and wetlands protection. I do hope you will give a lot of advocacy and attention to these areas.

I think your approach and that of the Secretary in considering these ecosystems is the way to go. Everything we know about trying to preserve species gets right back to habitat. That's what it's all about. I think that the experience you've had in Vermont and what you set forth in your statement about working with the private sector and showing ingenuity and initiative with the Nature Conservancy, the Audubon Society, the State parks, the State recreation areas, the private foundations that will come in and help with the fish and wildlife acquisitions is a tremendous plus. We've seen that close to my home, where the Trustom National Wildlife Refuge encompasses lots of lands that the Audubon Society formerly had. We've had private contributors fund some of the acquisitions, likewise.

So, I'm glad you're here. I would say this, that I hope you look on this committee not as an antagonist, but as helpers for you to achieve your goal. If you're working under laws or having to make reports that you feel are useless and time-wasters where some enthusiastic legislator has included them in some statute at some time in the past, I hope you come to us and let us know how we can be helpful to you in doing your job better.

Mr. Chairman, I think the President chose well. Thank you.

Ms. BEATTIE. Thank you.

[Senator Chafee's statement follows:]

STATEMENT OF HON. JOHN H. CHAFEE, U.S. SENATOR FROM THE STATE
OF RHODE ISLAND

Mr. Chairman, today I am pleased to welcome Mollie Beattie to the Environment Committee. If confirmed, Ms. Beattie will be the first woman to serve as Director of the Fish and Wildlife Service. As Director, Ms. Beattie will be responsible for implementation of the Endangered Species Act and will play a key role in our wetlands

protection program—two of the most visible, contentious and important environmental programs we have. To say the job of Director is a challenging one is a classic understatement.

Additional challenges but, perhaps, more rewarding responsibilities of the Fish and Wildlife Service include management of the National Wildlife Refuge System's 487 units and protection of all our fish and wildlife resources.

In my view Ms. Beattie's record demonstrates the expertise and commitment necessary to face the numerous challenges that await her and the Service over the next few years.

As Commissioner for the Department of Forests and Parks and later as Deputy Secretary of Vermont's Natural Resources agency, Ms. Beattie has been responsible for implementing and formulating fish and wildlife laws and policies, as well as managing a large government agency. As both a state government official and as a director of several private foundations, she has had extensive experience dealing with complex and controversial natural resource issues.

Ms. Beattie will also benefit from the skill and dedication of the men and women who work for the Fish and Wildlife Service. I look forward to working with Ms. Beattie and the Service to enhance the conservation of our valuable fish and wildlife heritage.

Senator BAUCUS. Thank you very much, Senator.

Now I would like to turn to Senator Durenberger for any statement he may wish to make at this point.

OPENING STATEMENT OF HON. DAVE DURENBERGER, U.S. SENATOR FROM THE STATE OF MINNESOTA

Senator DURENBERGER. Thank you, Mr. Chairman.

I apologize to the nominee, but one of our more famous Minnesotans, the former Vice President, was presented to the Foreign Relations Committee this morning and we all went there. It was a matter of great pride to all of us to recommend him to our colleagues. He is on his way to Japan. So I regret not having been able to hear your statement.

I guess I agree with what I have heard from both of my Republican colleagues when I came in. I represent a State which has 11 wildlife refuges in it, 760 Federal waterfowl production areas; 26 percent of the State is Federal or public ownership. It is a State that, like many other States in this country, has always been a leader in balancing the environmental and natural resource generational obligations that we have and the responsibilities that we have as people, with the current needs, economic and otherwise, of our people.

I think words like "ecosystem" and so forth in most places in Minnesota would go over about as big as they would in Wyoming, particularly when you get out in rural areas of the State. But what's behind that in terms of thinking and in terms of public policy, I don't think a lot of people in Minnesota would disagree. The need to connect the variety of natural resources together, they all do it in their own thinking and their way of doing business and everything else in our State. That's why we do take pride in private preservation. We have as much nature conservancy, as much people who can afford to own their own lands, out of Minnesota, spreading the concept of State and local rivers as a substitute for the national imposition of wild and scenic rivers. At the county level, Minnesotans with joint powers agreements are trying to accomplish the same thing to sort of keep in touch with this reality.

But I think that's basically the kind of State we all represent. Sometimes our language gets out of hand, sometimes our policy as

reflected in legislation gets a little bit out of hand, but as both of my colleagues have mentioned, you are taking on a very difficult and very challenging task, and yet to us, a task for which we admire you for accepting the challenge.

As I told you yesterday, I liked you immediately because of your background, even though I haven't had a chance to get to know you as a personally. I don't know many people that I have admired in my public service more than Dick Snelling. Your taking on the challenge in the last year and a half of running the Snelling Center—one of the challenges, believe it or not, Senator Graham, is to bring back in the country some notion of intergovernmental relations, which we have lost in this place. It was one of Dick Snelling's great contributions to public debate in the early 1980's. I take it that was part of your challenge.

I hope that in your work at Interior, and given your background in Vermont, that you will make that a very, very important part of the challenge of helping us create more appropriate policy, and with a very, very professional and excellent Service to carry out that policy. I congratulate you for accepting the challenge the President has given you.

Ms. BEATTIE. Thank you, Senator.

Senator BAUCUS. Thank you very much, Senator.

Senator Faircloth, do you have a statement at this point?

Senator FAIRCLOTH. No, thank you, I do not.

Senator BAUCUS. Thank you.

I have two obligatory questions that I want to begin with, Ms. Beattie.

First, are you willing, if requested by any duly constituted committee of the Congress, to appear in front of it as a witness?

Ms. BEATTIE. Yes, Senator.

Senator BAUCUS. Do you know of any matters which you may or may not have thus far disclosed which might place you in any conflict of interest if you are confirmed to this position?

Ms. BEATTIE. There are no such conflicts, Senator.

Senator BAUCUS. My major question is, what are your major goals? You undoubtedly will be confirmed and you undoubtedly will be the Director. What are your goals, in a nutshell, bottom line, in a way that means a lot to people, that people in the country understand? What do you want to accomplish?

Ms. BEATTIE. Let me give you two cuts on that. The first would be just to summarize some of the things in my statement, which is to say that I want to reach out to private landowners. I've discovered that there is enormous willingness and creativity on the part of private landowners. When they are not being told what to do, they respond remarkably well and care very deeply about what happens on their lands. I would like to reach out to private landowners in all aspects of the programs of the U.S. Fish and Wildlife Service.

I would like to have the Service be the advocate for what we are calling "ecosystem thinking" which applies to ecosystems and to State and local relations. It's all really part of the same thing in terms of looking at things as a whole, like overcoming the problems that were found in the poll released last week, Senator, rela-

tive to the public's lack of understanding of these issues. I would like to improve the diversity of the Service.

The second cut would be on specific issues, and of those I would say, the management and planning for our National Wildlife Refuge System is of the highest priority, along with four general aspects of the Endangered Species Act. First, how it is applied and how it is written, and those would be at one end of the process—what I will call “listing prevention”. We must nurture the kind of experiments we have seen going on the gnatcatcher in California and the red cockaded woodpecker in the Southeast, get out before the listing process and try to work with people to find agreements that prevent listing.

At the other end of the process, we must work hard on the delisting effort that Senator Simpson has pointed to. We must show that the Endangered Species Act is not a one-way process.

In the middle, I would say that I would like to aim endangered species efforts not just at survival, but everywhere possible at recovery of species. I think some of our efforts have been aimed at a survival level for these animals, and that keeps us in a constant conflict mode because their existence is always so marginal. We need to aim at recovery, get recovery and go on.

Fourth, I think the most obvious theme must be to emphasize habitat. We must say to people that these slimy little things with funny names that you wouldn't touch, much less love, are indicators, and that—if they are endangered, they may be indicators of bigger problems, and we should regard them that way. They are problems having to do with habitat, and that habitat will impact other species. Their importance is not always of themselves.

I would like very much to pay a great deal of attention to the issues that are at the historical roots of the U.S. Fish and Wildlife Service, and that is fisheries. As I said, they are the sink for everything else we may do wrong in the environment, and as such are suffering a great deal. Something like 45 percent of the animal species on the Endangered Species List live under water. I would like to pay a great deal of attention to the restoration of our fisheries.

Senator BAUCUS. What lessons are we learning, or have we learned, from the spotted owl controversy in the Pacific Northwest? In hindsight, now, and I know hindsight is 20/20.

Ms. BEATTIE. Hindsight is 20/20.

Senator BAUCUS. But still, it is important to learn from our mistakes.

Ms. BEATTIE. There are lots of lessons we can learn from that, such as what the Secretary refers to as “preventing train wrecks”. We must now look back and ask, “At what point in that train wreck could we have thrown a switch to divert and not have that collision?” In retrospect, perhaps we could say we saw it coming and did not take action on one side or the other early enough.

I think the other is some of the marketing problems with the Endangered Species Act. I think people should have been talking earlier, that this was about a whole ecosystem, not about a single species.

I think we learned a great deal about sensitivity to the situation of rural economies and rural workers, and perhaps have learned to handle those issues somewhat better.

Senator BAUCUS. I think you're on the right track with the Endangered Species Act. Senator Chafee and I have introduced reauthorization of the Endangered Species Act, which moves in that direction; that is, it gives the States a little more control than they currently have. It accelerates the delisting process, pays more attention to delisting, as you mentioned. I think that's very important. But it also emphasizes earlier intervention to head off some of these problems so that they don't become cataclysmic catastrophes in the final moment. Also, the bill more explicitly identifies the economic criteria that should be involved.

I must say that it has the support and endorsement of western governors, as well as—I don't want to overstate this—the environmental community. To be more precise and accurate, it is not opposed by either group. Nobody has as much as he or she wants at either end of the spectrum, but it's an attempt to try to resolve the religious wars and the controversy around the Endangered Species Act which I think have been excessive.

Senator Chafee said that he hopes you will regard this committee as a "helper," and I want to underline that. I urge you to help us, too, as we work toward reauthorization of that act. I think it could go a long way toward breaking down some of these myths that we have been talking about.

Ms. BEATTIE. Thank you.

Senator BAUCUS. Next in order of appearance is Senator Graham.

Senator GRAHAM. Thank you, Mr. Chairman.

I would like to ask some questions about the National Wildlife Refuge System. As you know, partly because you participated in at least one of the studies, the Refuge System has been the subject of considerable concern and analysis.

I wonder if you could give us your assessment of what is the state of the National Wildlife Refuge System today and, to use the Chairman's terms, what would be your specific goals in terms of that system through your tenure in this important position?

Ms. BEATTIE. I would characterize the status of the refuges as America's "unknown jewels." I think most people are impressed to know that the refuge system is bigger than the National Park System in terms of its acreage, and I think their attention is now turning to them and their management.

In terms of what I would think are the critical changes that need to be made, to my mind the greatest need is an overarching statement of their purpose. What we wrote in a commission report in which I participated was that in many ways the refuges are really a collection of pieces of land that came into the system for random reasons—sometimes for reasons that were implicit rather than explicit—and I think that in order to go forward, to measure our progress, to know how well we are doing, and for the public to understand what this system is about (at the moment I don't believe they do), we need an overarching statement of their purpose. That will be a great contribution of the bill you are sponsoring.

We are caught in a tension at the moment on whether or not to really focus on taking care of what we have in terms of maintenance and management, versus the always ongoing pressure for increased acquisition. That is a dynamic tension that we will be

thinking about in the next few years and in the next few budget cycles.

I think the other great need we have is for cogent and comprehensive planning—again, it also depends on a good statement of purpose for the Refuge System. But we need a planning effort that is, as I said in my statement, straightforward and clear, that tells the public what is there, what we plan to do with it and why, where we plan to do that, and how they can be involved. Those are really the elements of a planning system, and that is basically the minimum that the public would need. We need to proceed with that rapidly.

Senator GRAHAM. Like most of the rest of the Federal Government, the Refuge System is likely to be under increased economic pressure. Are there any particular areas that you see within the system where there might be some opportunity for greater efficiencies or new ways of management that will deal with those resource limitations?

Ms. BEATTIE. Senator, I am sure there are those opportunities. I haven't had a chance yet to look at the system in that much detail, but I would be confident that there are those opportunities. Again, a statement of purpose will certainly help us decide what is the most efficient way to get there. So I think with that first step, we will be able to go through the system one by one and decide how things might be done better.

Senator GRAHAM. You mentioned the issue of conflict between whether you put your resources at the maintenance and enhancement of that which you already control, or move into areas of new acquisition where there are needs and opportunities.

Could you talk a little bit about how you would approach that resource allocation dilemma?

Ms. BEATTIE. I would certainly approach it from the basis, the biological perspective, of where the greatest pressure was on wildlife and where there was the greatest need for set asides and try to make priorities that way and to decide whether better management or move acquisition, in each case, should be chosen. Again, I would try to make every one of those decisions based on the biology of the species and the purpose of our refuge.

Senator BAUCUS. Thank you very much, Senator.

Senator Simpson?

Senator SIMPSON. Thank you, Mr. Chairman.

I did want to say a word about your predecessor, John Turner. You knew him and know him—

Ms. BEATTIE. And admire him, yes.

Senator SIMPSON. Yes. I do, too. He's a wonderful friend. We were in the legislature together in Wyoming. I thought he was very fair and balanced. He managed to survive heavy political heat, of which you will have the same. You're going to have a lot of that—not a lot, but you will have a little, anyway. That goes with this job, because this job is about controversy, and it breeds controversy, the conservationists versus the zealots and the zealots are not limited to one side. They're out there.

But let me ask you—we've talked of fishing and hunting, which you brought up, and the role they play in wildlife management. Do you agree that hunting plays a role, then, in maintaining a very

healthy population of ungulates, the deer, elk, moose, other game animals in this country?

Ms. BEATTIE. Yes, Senator, I believe that is one of the basic principles of wildlife management.

Senator SIMPSON. One of the things with regard to wolf reintroduction that is always expressed to us in the west is that reintroduction that is done for the purpose of allowing someone to have the remarkable sensation of—I believe it is phrased as “the hair standing on the back of your neck” when the wolves are crying into the full moon. That’s a lovely thing, I think, especially for a guy with all the hair I have; I would rather have it stand up somewhere.

[Laughter.]

Senator SIMPSON. And we are told that is a very thrilling thing. I have no doubt that it is. I have hunted and backpacked and lived in the back country, and I’m sure that’s true. But wolves eat ungulates. That’s their prey base. They especially eat the more vulnerable of the prey base, and that’s moose. Studies show us that in Alaska, harsh winters plus the way the wolves live and function in their lives—that if they were reintroduced into Yellowstone, they would begin to deplete the prey species, and that would then reduce hunting opportunities.

In the future would you support a control, especially if the wolves were placed there as an experimental population, which is the recommendation? That means they could be “taken,” i.e., harvested—or, as we say in the west, killed. Would you support the control of wolves or any population in order to prevent the destruction and depletion of the remarkable wildlife that we intend to protect through the Endangered Species Act? Those are things that people come to Wyoming to see, moose, elk, deer. What is your thought on that?

Ms. BEATTIE. Senator, I would always support whatever the biological science about management of these species called for. At times that calls for control of one side of the ecological balance or another. Without answering at this time on a hypothetical, I would tell you that I would support whatever the biology called for.

I do note, as you say, that the wolf reintroduction preferred alternative in the EIS is for an experimental, nonessential population, with a long period for public comment. I understand from the papers today that 25,000 citizens of your State have expressed themselves on this issue, and I think this is exactly the way to handle a controversial issue that is really based, as you started out, in a philosophical debate.

Senator SIMPSON. I appreciate that. It is a very important thing to stay with good science. We learned that in the Clean Air Act. The Chairman and I and the ranking member and Bob and Dave, all of us who were here then—not Senator Faircloth; he was not here—but one of the things in dealing with these issues of the environment and game and fish and so on is good science versus emotion. I hope that I hear you saying that really honest, good science is a very important thing for you rather than these remarkable overlays of horror, guilt, emotion, and all the rest that go with this package of what we do here.

Ms. BEATTIE. Yes, Senator.

Senator SIMPSON. Well, I will look forward to the next round on that.

Since I have just a few seconds, what do you think is the largest biological threat to waterfowl populations, other than drought?

Ms. BEATTIE. Probably contamination, environmental contamination of one sort or another.

Senator SIMPSON. Would you think predators would be?

Ms. BEATTIE. And predators, yes.

Senator SIMPSON. Wouldn't they be part of that threat?

Ms. BEATTIE. Yes, absolutely.

Senator SIMPSON. Thank you.

Senator BAUCUS. Thank you very much, Senator.

Senator Chafee?

Senator CHAFEE. Thank you, Mr. Chairman.

I also want to join in a tribute to your predecessor, John Turner, whom all of us had the privilege of working with. I had the greatest respect and admiration for him. You have some big shoes to fill in taking over his job. He was good enough to come up to our State; we spent a weekend together. I'm just a great fan of John Turner's.

Just in passing, about the wolves, there are probably some pretty good articles around about that—Ile Royale, is it, in Lake Superior, about the balance between the wolves and the moose.

Ms. BEATTIE. Right.

Senator CHAFEE. I just want to ask you one question. You're going to lose a lot of people from your research base to the group that Secretary Babbitt is setting up, the National Biological Survey. How is that going to affect you? What is that going to do to your research needs that you have under Fish and Wildlife Service?

Ms. BEATTIE. Senator, we are anticipating that the good science that the Fish and Wildlife Service has always obtained from its research arm will continue in an uninterrupted flow. There are many advantages to the NBS that we can look forward to. I'm sure you've heard long lists of them, but among them is the coordination of scientific needs within the Department of the Interior. We are all separate departments and not dealing with systems that are separate in the real world, and that an overarching scientific authority with us is going to be—

Senator CHAFEE. You mean you are all separate divisions within the department?

Ms. BEATTIE. Right, right.

So I think that will be of enormous use in bringing us together. Then there is a long list of other advantages. Of course, any change requires management. In the next few months the Service will need to pay attention to such things as being very sure that communication which we have now with the research arm is maintained. Those kinds of change management issues come up, but certainly we are anticipating an improvement.

Senator CHAFEE. In other words, you think you will be able to tap into the National Biological Survey?

Ms. BEATTIE. I am confident of that, Senator.

Senator CHAFEE. A separate question, just briefly. Have you ever seen any successful restoration of wetlands?

Ms. BEATTIE. Have I ever personally seen them? Yes. If you mean success based on every single piece of biota that existed before—

Senator CHAFEE. No, no, but I'm always a little skeptical about restoration of wetlands. I wish there were examples of it, but I'm not so sure there are. There are no examples of creation of wetlands, but I just wonder about successful restoration. I just wondered if, in your travels about, you had seen any successful restoration of wetlands where it was filled in or dumped in, then they tried to excavate the tract and restore it; not totally to its original vitality, but close to it. Have you ever seen anything like that?

Ms. BEATTIE. If confirmed, Senator, I would be more than happy to search the research records on that issue and give you a synopsis.

Senator CHAFEE. Well, I was just curious. I hope it's so, but I'm not sure it is, that it can be done. It just shows you that once you destroy those things or weaken them badly, that the chances of restoring them in my judgment are very limited.

Senator BAUCUS. Thank you very much, Senator.

Senator Durenberger?

Senator DURENBERGER. Thank you, Mr. Chairman.

A weekend ago I went through Rhode Island, and with all due respect to my colleague, I now understand why he asked you that last question. It's not a very big State. So I will just invite my colleague to come to Minnesota, and why don't you come at the same time, and we'll walk through some wonderful restoration projects, some of which are private, some of which are the excellent work of a wonderfully professional Service. Just come on out to Minnesota and you can see what the Service is doing in a very, very wise way. So I'll just extend that to my friend and—

Senator CHAFEE. I accept.

[Laughter.]

Senator DURENBERGER. —and to Ms. Beattie, as well.

I don't want to ask you questions about Ile Royale and northern Minnesota and the fact that wolves love cows and things like that—

[Laughter.]

Senator DURENBERGER. We would love to ship our wolves over to Wyoming—

Ms. BEATTIE. I think you'll need a permit, Senator.

[Laughter.]

Senator DURENBERGER. But maybe you can add to the discussion that the Chairman and my colleague from Wyoming got into about focusing—I know the Refuge 2003 Plan has a lot of different approaches, but maybe you can talk a little bit about one of the things that currently concerns Minnesotans, and that is how we use license fees, funds from duck stamps, firearms, ammunition, excise taxes. We all know, whether we are hunters, fisher persons, or politicians, about the high dollar volume that is generated by licensing human activity on our lakes in fishing, and on the prairies and in the forests and so forth in the area of hunting. It's a lot of money and a lot of opportunity to raise money.

At the State level, that's a large part of the financing of the kind of work that you're responsible for doing with the Fish and Wildlife Service, but at the Federal level it's somewhat more vague, the

connection between "user fees," if you will, and the restoration projects or a lot of other management issues that are falling behind. If I have experienced anything since I got here in 1978 and 1979, it's the growth in the popularity of user fees for the operation and management of public facilities; and yet, I don't see a lot of it taking place here. I don't know all of the specifics for the question that I'm asking you about, but I must say that we are not making the kinds of investments in management and in the operation of a lot of our natural resources that we ought to be making. And yet, the potential for "people helping" to invest in that through their license fees, ammunition fees, whatnot, I think is still fairly substantial.

Is that an issue that you've had a chance to look at, either in Vermont or since you were asked to take on this position?

Ms. BEATTIE. I have not had a chance to look at it, Senator, at the U.S. Fish and Wildlife Service, although I know it has a long history of discussion there, which I will research if confirmed.

In Vermont, yes, I was deeply involved in the setting of park fees and I got quite skilled in that kind of analysis. The issues are very tough ones, as you can imagine, access versus budgetary support.

Vermont's park system at the time—I don't know if it's still true—was more free of general fund support than any park system in the country with the exception of those that have no fees at all. So we were always close to the line of what the market would bear, and always dealing with those issues and having to perform analyses of what the costs of user fees are, what costs are involved in collecting them versus the benefits and how much we were gaining and losing.

So I would apply what I know about those principles to the issue, which has been brought up and discussed for a long time in the Fish and Wildlife Service.

Senator DURENBERGER. Before my time runs out, could I ask you the last question of my colleague from Rhode Island, but in a different way?

Can you help us understand the extent of your personal knowledge and understanding of wetlands and wetland policies and so forth at this stage? Are you at a point where you can share with us some of your concerns about the inadequacy of national debate and other policies on wetlands?

I understand my colleagues, the Chair and the ranking member, are about to introduce another effort to take on what often looks like an insoluble problem. When you talk about good science and you talk about the problems of environmental contamination and so forth, you're talking about some pretty serious problems and some very large needs that we have as a Nation.

I have been here long enough to realize that if wetlands are treated simply as agriculture versus preservation or restoration, something like that, we aren't going to solve the problems that we face, and yet in our own experience in Minnesota I have seen the fantastic potential of just beginning the process of appropriate restoration.

Do you have a personal familiarity or philosophy or something you could share with us now that would help us understand where you're going to be coming from on wetlands?

Senator BAUCUS. In all fairness to everyone else, I will have to ask you to be very brief in your response, please. The time has expired.

Ms. BEATTIE. Senator Chafee asked me what I thought of wetlands, and I told him I was for them. That's about as brief as I can get.

But my philosophy is that they are very important, that we've got to get our act together as a Nation and smooth out the processes of deciding what is a wetland and the processes of deciding about development around wetlands, because right now it appears that it is a very difficult process at all levels.

I also want to point out that I think you would be impressed with the variety of ways that the U.S. Fish and Wildlife Service alone deals with wetlands through the Farmers Home Administration, through regulatory programs such as Swampbuster and 404, and Wetlands Reserve Program and a Private Lands Program that you've talked about.

So in addition to saying that I think we need to get our administrative act together and our biological act together to make this a process that runs smoothly for a resource that is critically important, I would also say that there is a lot that we can accomplish through nonregulatory efforts.

Senator BAUCUS. Thank you.

Senator Faircloth?

Senator FAIRCLOTH. Thank you, Mr. Chairman.

Thank you, Ms. Beattie, for being with us. I have read your credentials; they are certainly impressive. You've had a lot of experience with wetlands, wildlife, and management of land.

I do wish that President Clinton would give us the opportunity to use people from the private sector. I am delighted with your educational background, your record in government, but the people that have come to us from President Clinton's appointments, with rare exception, have all come from the educational/governmental background. Private sector people have been practically nonexistent. I know he isn't hearing me, nor is he interested in what I think, but I think we would get a better balance in the Nation if somewhere we brought people from the private sector rather than the educational, academic, and governmental background.

I have just one or two questions.

What do you think of animal rights? Do animals have rights, or do people have responsibility?

Ms. BEATTIE. Senator, I would like to answer that the animal rights issue is one that the U.S. Fish and Wildlife Service deals with only peripherally. It deals with humane treatment of animals in transport, either internationally or nationally. Other than that, the U.S. Fish and Wildlife Service bases its decisions about hunting, which I think you're asking about, on its impact on the health of a species and its impact on the purposes for which a refuge was set aside. Those two impacts being negative, generally speaking, that is the extent of the jurisdiction of the U.S. Fish and Wildlife Service over the issue.

Senator FAIRCLOTH. There's a bill in Congress that would prevent animal rights activists from harassing hunters on Federal land. What do you think of anti-hunter harassment of citizens who are

lawfully hunting on Federal land? What do you think of the law, the proposed law?

Ms. BEATTIE. Generally speaking, Senator, I support any lawful activity. As Director of the U.S. Fish and Wildlife Service, I would support any lawful activity that was not to the detriment of a wild-life species.

Senator FAIRCLOTH. Just as a total aside to the whole thing, I don't hunt and I don't fish. I own several thousand acres of land, and I didn't let anybody else hunt for many years until I became inundated with wildlife.

[Laughter.]

Ms. BEATTIE. Pesky critters.

[Laughter.]

Senator FAIRCLOTH. What do you think of hunting? This is a general philosophy. Do you believe hunting is a positive force for conservation? I think you've already answered the question.

Ms. BEATTIE. I have answered the question, Senator. Yes, it's probably the original and principal wildlife management tool.

Senator FAIRCLOTH. You mentioned a particularly thorny question about the red cockaded woodpecker. Where does the woodpecker come in and where do private rights leave? I know of a lot of big tracts of timber—I don't currently have one of them, but they have the woodpecker, and they're creating quite an economic problem. I notice that in a lot of the southern pine forests this has become a problem. How do you propose to handle it? The woodpecker is going to spread. We'll get more woodpeckers; I mean, if your program is working, we're going to get more woodpeckers as they—for lack of a better word—"tie up" more land; as the woodpecker goes into it, you have to get out and stay out.

Now, at what point do we become inundated with woodpeckers?

Ms. BEATTIE. Well, again, Senator, I would just like to say that I would like very much for endangered species efforts to aim at the recovery of a species, and once recovery is achieved, to move on and allow economic uses to go on. So if we can achieve recovery and we are inundated with woodpeckers, I would assume that the U.S. Fish and Wildlife Service would go on to another issue.

Senator FAIRCLOTH. Well, of course, the problem is going to be between what the Fish and Wildlife Service thinks is enough woodpeckers, and what the landowners are going to think is enough woodpeckers.

Ms. BEATTIE. That's absolutely true.

Senator FAIRCLOTH. You wouldn't remember because you weren't here, but beaver became an endangered species and were going to be like the dodo bird or the carrier pigeon. I assume the Fish and Wildlife Service—I'm not sure—as a Federal agency reintroduced them into eastern North Carolina and coastal areas of the East Coast. They have become more than a nuisance. Most of the counties on the East Coast now are hiring beaver eradicators to try to catch them, to get rid of them. They have dammed up every stream of water. They have no natural enemy. Nobody wants beaver hats anymore. They are just there. They will whip anything twice their weight. The land is flat and ideal.

What is our hope? How do we get rid of them? What do we do? Can we resurrect and clone John Jacob Astor and the top hat, or what do we do?

Ms. BEATTIE. I wish Senator Chafee were here because I could now answer his question about wetland restoration.

[Laughter.]

Senator FAIRCLOTH. They are damming streams. It would keep one man in a ditch, digging out beaver dams, because they are faster than we are.

Ms. BEATTIE. I understand. We have the same problem in Vermont.

Senator FAIRCLOTH. And they are not limited by wage and hour.

[Laughter.]

Ms. BEATTIE. If they were, we'd hire them.

Senator FAIRCLOTH. I have no further questions.

Senator BAUCUS. Thank you very much, Senator.

Ms. Beattie, I urge you and your people to get out of Washington, D.C. as much as possible, get out and be with the people. If I've learned anything back here it is that Washington is quite insulated and isolated. We are besieged with requests from special pleaders of all shapes and sizes and stripes who all mean well and who all are excellent at what they do. But I think they somewhat overstate their case, each of them, all of them.

I urge you to get out and just be with the people as much as possible, certainly meet with all the interest groups when you are out around the 50 States, but also just find ways to meet with people who are not members of these special interest groups. I think you will not only find solutions to the problems that you have as the Director by doing so, but you will find great wisdom in where the answer really lies, because the people really do know what's going on here and have very deeply held and high values.

I also think that will help solve some of the problems that the agency has with some people. The perception of the agency is that it is a bit distant, a bit arrogant, a bit domineering, dictatorial. Among some people the agency does have that reputation, at least in my State. I think you can help solve that problem, again, by you and your people getting out of your offices, out from behind your desks, and meeting with people. Whether it's refuge management or Endangered Species Act resolution, there is a sense among a lot of people that the agency is still a little too distant and doesn't really listen as well as it should. So I very strongly urge you to get out and do that.

Ms. BEATTIE. Thank you, Senator. That's not an unwelcome charge and I hope that, if confirmed, you will remind me annually.

Senator BAUCUS. I hope I don't have to remind you.

[Laughter.]

Senator BAUCUS. I also have another belief after several years, and that is how hard it is to do that, to get out. It really gets down to how you allocate your time. In this city, because we are all besieged, there is a tendency to react to everything and a tendency to want to see everybody because we are all good people, we are public servants, and so forth. But the real goal here is not to be a nice person. That's not the goal. The goal is to be effective, and to be effective you're going to have to carve out chunks of time that

you think are important for you to get your job done, irrespective of other people's demands on your time.

I just urge you right away, when you go home tonight to the quiet of your home, get out a piece of paper and figure out what those times are and what you should do with that time that is your own special "Mollie Beattie time," what you're going to do with it to make something happen and to be effective, and with steel-trap discipline, just do it. Don't let anything intrude upon it, because I believe that only then will you begin to accomplish the goals that you outlined earlier in this hearing. In my judgment you're going to have to exercise even more tenacity and focus and intensity than you think you have thus far or that your family may think that you have thus far.

I have a side question on wetlands. As I understand it, the Fish and Wildlife Service does not have direct statutory authority to either issue permits under Section 404 or to overrule, if you will, the Soil and Conservation Service's determination of whether Swampbuster applies or not, but the agency does have a consultative statutory authority.

Ms. BEATTIE. Right.

Senator BAUCUS. Can you tell me the degree to which you intend to get involved? And in answering that question, you could also tell me the degree to which you're working with the Vice President's office to reinvent Government and work with rules and regulations and so forth.

Part of the problem and the frustration over wetlands revolves around all the agencies that people either deal with or think they have to deal with. Even though the Fish and Wildlife Service does not have veto power over the Army Corps of Engineers or over SCS, it still has to be consulted. I am just curious as to what thoughts you might have on how to reinvent wetlands regulatory processes to make them work better, not only to protect wetlands but also to deal with some of the frustrations that people have with all these regulations and agencies and paperwork and whatnot that they have to go through.

Ms. BEATTIE. Senator, that's an issue that both the President and the Secretary have taken a great interest in. I am not up to speed at the moment as to exactly what proposals are being considered. I do know that the theme of them is to reduce the number of gates and to simplify processes wherever possible.

If confirmed, I will look into that and would be more than happy to discuss those changes with you, but I can tell you that the problem that you have described is not unnoticed.

Senator BAUCUS. Yes. I am introducing a wetlands bill which I hope will address some of those questions, but after confirmation I would appreciate it if you would look at the bill and look at the problem and advise this committee of ways that we can improve upon the process.

Ms. BEATTIE. I would be more than happy to do that.

Senator BAUCUS. Thank you.

I have no further questions. I just wish you all the best luck in the world. You have a great challenge ahead of you. We will be revisiting some of these subjects periodically to see how we are progressing.

Ms. BEATTIE. Sure, Senator. Thank you very much for this hearing.

Senator BAUCUS. The hearing is adjourned.

[Whereupon, at 11:28 a.m., the committee adjourned, to reconvene at the call of the Chair.]

[Ms. Beattie's prepared statement, responses to a committee questionnaire, and responses to additional questions follow:]

TESTIMONY OF MOLLIE H. BEATTIE, NOMINEE FOR DIRECTOR OF THE U.S.
FISH AND WILDLIFE SERVICE

Good morning, Mr. Chairman and members of the committee. It is an honor to be nominated by President Clinton for this position and to have that nomination considered by this committee. I have met with many of you over the past few weeks and found myself in the presence of people with a strong commitment to the conservation of our natural world. If I am confirmed, we will work together on many issues over several years, and I know we will do so on the common ground of that commitment.

I also discovered among those Senators with whom I was able to meet a deep respect for the U.S. Fish and Wildlife Service, and here too is common ground between us. I wish that all those citizens who subscribe to the disparaging myths about public employees could meet the people who make up the U.S. Fish and Wildlife Service. As many of you have remarked, there is no more energetic, creative, or passionate group of workers in any sector, public or private. If confirmed, I hope I can be worthy of their dedication.

I realize that I represent some contrasts with previous directors of the U.S. Fish and Wildlife Service. I am a forester, a northeasterner, a nonhunter and a woman. I would like to talk to you about how each of these attributes might help me lead the Service during this time of great changes in its focus, its goals and its composition. I am a forester by training. Most of New England is forest held by private individuals. Even though the most common management objective for these owners is wildlife habitat improvement, a forestry degree is desirable because most landowners must finance their habitat improvements by selling the timber that is cut to achieve them.

But I hope what is of greater interest to you is that the forestry I learned is that of Aldo Leopold and other great conservationists who came from that field. It is about forest ecosystems, not timber; I was trained to deal with the forest as a whole, to think all at once about "everything that the forest produces and everything that is seen and heard there".

The month that I finished my studies at the University of Vermont, I was hired to write the ecological and wildlife sections of an environmental impact statement. Six months after that, I was employed by the University of Vermont to administer a research and demonstration project about wildlife habitat management. This was evidence, I think, of the breadth of the school's forestry program.

If confirmed, I would work to make the U.S. Fish and Wildlife Service a national advocate for the ecosystem thinking, an outlook crucial to conservation of our fish and wildlife, and perhaps even to human survival. Many of the current conflicts about loss and endangerment of our fish and wildlife are the results of failures to see ecosystems as wholes: to understand, for instance, that poor land use at a river's headwaters results in loss of a fish run at its mouth. That the loss of one species of fish means the loss of those species that depend on it. That the loss of enough species will mean the loss of our own.

Last week, Senators Baucus and Chafee released the results of a national poll demonstrating that the public does not understand these concepts or their urgency. If confirmed, it would be my goal to improve that awareness. Without it, I do not believe that we can save fish and wildlife species no matter how much we try to improve the federal laws meant to protect them.

I would ask the Service to deliver this broad message about the conservation of fish and wildlife: that the choice between people and animals is not a real one because nature binds us to a common fate. We must have jobs and development that maintain all species, including our own. The public must be given the faith that this is possible given some new ways of thinking and doing business.

I am a New Englander, but I have a long familiarity with other regions of the country where the Service has a presence. I know the southwestern desert where my grandparents maintained a home for thirty years. I know the California coast where my mother lived for a decade, and Idaho where she has now resided for almost two. I know the Rockies, where I worked as an Outward Bound instructor.

Contrary to the Northeast's urbanized image, the place I have lived for the last decade is a house Rick and I built ourselves a mile from the last power pole, and a half-mile from our only neighbors, and, in the winter, a half-hour from our tiny village. So I know about rural economies and ways of life. And much of my knowledge of wildlife is from its constant companionship: the moose in the driveway, the geese on the pond, the wild turkeys at our birdfeeder and, this spring, the bear in my apiary.

Despite some marked contrasts, Vermont and other regions of the country do share many common conditions and controversies regarding fish, wildlife, and public lands.

No state has a fiercer tradition of local control and private ownership than Vermont. Our conservation efforts of course involve regulation and public land acquisition, which are essential, but their cornerstone has long been cooperation with private landowners. In the 1990's, it is clear throughout the nation that partnerships with private landowners are necessary to the conservation of the nation's flora and fauna. There must be effective incentives and programs for these owners in order to encourage their long term stewardship. I have designed and administered many such initiatives over the last two decades, and I look forward to helping the U.S. Fish and Wildlife Service develop its private lands programs into models of conservation for the twenty-first century. This effort would include the Service's work with endangered species: I would look for every opportunity to work with private landowners to prevent the listing of species long before they are threatened.

For fourteen years in the eighteenth century, Vermont was an independent republic. The decision to join the Union in 1791 is still occasionally debated. As Deputy Secretary of Natural Resources for Vermont, I oversaw the Department of Fish and Wildlife and know well that the management of fish and wildlife is a particularly controversial aspect of state's rights issues. As a Director of the U.S. Fish and Wildlife Service who has worked in state government, I would work hard for a productive partnership between the states and the federal government.

It may be surprising to know that Vermont, famous for its greenness, has its share of water problems. As your colleagues Senators Jeffords and Leahy will confirm, the central and divisive environmental battles in recent years have been over water appropriation, quality and flow in Vermont's rivers and streams. I have been deeply involved in many of these, from writing state standards for the management of riparian areas, to involvement in disputes over water allocations, to the review of state water quality permits. If confirmed, I will come to the Service with a good understanding of the difficult water-related problems the Service is facing, especially in the West.

From Vermont, I would also bring a deep concern for our nation's fisheries. They are downstream and downhill from pollution and poor land use everywhere, and as such are an important gauge of our general success in environmental protection. At present the fisheries indicators are not good: 45 percent of the animals on America's endangered species list live underwater. We know now that hatcheries alone cannot bring them back; to restore breeding populations we must restore our watersheds and waterways.

In my capacity as manager of state-owned natural resource lands in Vermont, I learned a great deal about public land planning, acquisition, exchanges, and management. I instituted public involvement in the planning for state owned lands and designed a standardized and straightforward framework for public land plans, a goal of Senator Graham's bill concerning the National Wildlife Refuges. From my experience as a public land manager in a rural and natural resources dependent state, I am conversant in the major issues for the Service's western, and especially Alaskan wildlife refuges. I am especially familiar with issues relative to the impacts of public land on economic development which I know are of great interest to many of you.

I am not a hunter, and have not fished since I lost my fishing companion, my grandfather. But I have lived for more than half my life in Vermont, a state where the hunting and fishing tradition runs very, very deep. Our friends and neighbors hunt on our land, most of them for the recreation, some of them for the food. I understand hunting well and am grateful to anglers and hunters for their long and effec-

tive conservation efforts. I share with hunters the appreciation of wildlife that comes from watching it closely for a long time.

As one of the estimated 76 million Americans who spend their time and money in pursuit of wildlife, but do not hunt, I would try hard as Director to make more of them into active advocates and financial supporters of fish and wildlife conservation.

The U.S. Fish and Wildlife Service is already committed to improving the diversity of its workforce, and is dealing with what can be a difficult and painful process of change. With my long personal experience with these issues and a successful professional history with this kind of effort, I believe I can help the Service through to its goal of being a cohesive organization with a richness of gender, color, age and outlook.

I know that we cannot achieve this long term change in the diversity of the Service without also increasing the diversity of people who are involved with fish and wildlife. For example, the children in inner city schools will hold the earth in their hands in a few years. If they do not get a chance to learn and marvel about that earth and its creatures, the Service cannot succeed in its goals for workforce diversity, or, for that matter, in any other aspect of its mission.

If I am confirmed as Director, I would work to return through the Service the gift I have received from a lifetime spent in the natural world. I would ask that the Service take as its ultimate mission to make available for all Americans, living and future, rural and urban, that profound and personal amazement at the natural system that supports us all.

Senators, I thank you again for the honor of your consideration.

QUESTIONS FROM SENATOR FAIRCLOTH

1. QUESTION: Last year, Arizonans voted down a ballot initiative that would have directed the Arizona Fish and Game Department to manage its wildlife by non-lethal means. Many Arizonans supported the proposition to manage wildlife more humanely. Do you support such initiatives to evolve the management of wildlife species.

Answer: The management of wildlife frequently entails some aspect of population control. As evolving technology provides feasible, effective, and non-lethal control methods such as contraception, these methods should be used to meet management objectives, when appropriate. Frequently, however, population control needs also provide complementary opportunities for recreational hunting, which then serves as another management tool. Recreational hunting is a legitimate activity that must continue to be a prominent option in the management of wildlife populations. I will rely on our managers in the field to use their best professional judgment regarding their choice of tools among the continually evolving array available to them.

2. Question: Advancement in the field of animal contraception are occurring at a surprising pace. Recent developments in immunology and molecular biology present an opportunity to develop immunocontraception technology for virtually any wildlife Species. It is likely that future vaccines will be designed that are species specific, effective after a single exposure, and delivered by almost any route, including injection, orally, dermally, and perhaps by inhalation. It is speculated that such technologies may be available as early as the mid-1990's. If such technologies became available under your Directorship, how would you employ them as a management tool for burgeoning populations of wildlife on Federal lands?

Answer: Because population control is so often a requisite of wildlife management, I welcome any technological advances adding to the array of tools available to managers to meet that need. As questions such as effectiveness, cost, delivery, and species specificity are resolved, I will encourage managers to use proven high technology tools, along with other means at their disposal to meet wildlife population objectives.

3. Question: Despite an overpopulated white tail deer population, anti-hunting interests annually protest the hunt conducted at the Mason Neck National Wildlife Refuge. Activists claim that the hunt is hazardous due to its proximity to a Northern Virginia suburb. If available, immunocontraceptive methods could be employed to reduce the herd size and eliminate the management role hunters serve at the Mason Neck. Do you support such a substitution in areas distant from urban and suburban areas?

Answer: Due to the variety of site specific situations involved, decisions on population controls for white-tailed deer must be made on a case-by-case basis. Scientific information, safety considerations, input from the public and other agencies, and cost effectiveness must be balanced in developing proposals. This will be done recognizing that sport hunting is a legitimate recreational pursuit. Techniques such as immunocontraceptive methods are more likely to be appropriate in urban settings with severe safety constraints. In the majority of refuge settings sport hunting provides an effective and safe form of population regulation.

I am not familiar with the specific situation at Mason Neck Refuge, but the Service's managers assure me that all factors have been evaluated and recreational hunting is being conducted in a safe and effective manner.

4. Question: Due to an outburst of public opposition, Alaska game management authorities temporarily abandoned an initiative to enhance particular game species by reducing the size of the gray wolf population. Should public sentiment/acceptance affect the policies and decision of professional natural resources and wildlife management authorities? If at all, to what degree should decisions and policies be based on public sentiment/acceptance?

My experience has been that it is very difficult for resource managers to make management programs work effectively if they lack public understanding and support. Natural resource managers must involve the public in their decisions. They must do their best to educate the public about the issue and identify the consequences of various courses of action. I believe when we inform the public, and we listen carefully to what the public has to say in response, we can develop solutions that work successfully for wildlife and that still address the public's most important concerns.

UNITED STATES SENATE

COMMITTEE ON ENVIRONMENT AND PUBLIC WORKS

ROOM 456 DIRKSEN BUILDING

WASHINGTON, DC 20510

INFORMATION

REQUESTED OF PRESIDENTIAL NOMINEES

In order to assist the Committee in its consideration of nominations, each nominee is requested to complete the attached Statement For Completion By Presidential Nominees. The Statement is intended to be publicly available. In the event that a nominee asks that a specific answer be kept confidential, he or she should notify the Chairman and Ranking Member.

The original and forty (40) copies of the requested information should be made available to Honorable Max Baucus, Chairman, Committee on Environment and Public Works, U.S. Senate, Washington, DC (Attn: Staff Director) as soon as possible.

Name of Nominee: Mollie H. Beattie

Business Address: Department of the Interior

Washington, D.C. 20240

Business Phone: (202) 208-7400

Home Address: RR #3 Box 252

Grafton, Vermont 05146

Home Phone: (802) 875-2651

UNITED STATES SENATE
COMMITTEE ON ENVIRONMENT AND PUBLIC WORKS
STATEMENT FOR COMPLETION BY PRESIDENTIAL NOMINEES

Name: Beattie Mollie Hanna
(Last) (First) (Middle)

Position to which nominated: Director U.S. Fish and Wildlife Service Date of Nomination: _____

Date of birth: 04 27 47 Place of birth: Glen Cove, NY
(Day) (Month) (Year)

Mental status: Married Full name of spouse: Richard Alan Schwolsky

Name and ages of children: None

Education:

Institution	Dates attended	Degrees received	Dates of degrees
<u>Harvard University</u>	<u>9/90 - 6/91</u>	<u>M.P.A.</u>	<u>1991</u>
<u>University of Vermont</u>	<u>9/74 - 12/79</u>	<u>M.S.</u>	<u>1979</u>
<u>Marymount College</u>	<u>1/67 - 6/68</u>	<u>B.A.</u>	<u>1968</u>
<u>Tarrytown, NY</u>			
<u>Boston University</u>	<u>9/66 - 12/66</u>	<u>--</u>	<u>--</u>
<u>Marymount University</u>	<u>9/64 - 6/66</u>	<u>A.A.</u>	<u>1966</u>
<u>Arlington, VA</u>			

Employment record: List all positions held since college, including the title and description of job, name of employer, location, and dates. If you were terminated involuntarily from any position(s), please note the circumstances.

Please see attachment A. No involuntary terminations.

Employment record: Continued

Honors and awards:

List significant scholarships, fellowships, honorary degrees, military medals, honorary society memberships, and any other special recognitions for outstanding service or achievement.

Memberships:

List significant memberships and offices held in professional, fraternal, business, scholarly, civic, charitable and other organizations.

Organization	Office held (if any)	Dates
Vermont Land Trust	Director	06/91 - 7/93
Vermont Natural Resources Council	Director and Chair	1980 - 1984
The Countryside Institute	Director	9/91 - 5/93
American Forests	Director	6/90 - 12/92

Qualifications

State fully your qualifications to serve in the position in which you have been named.
Education - I hold a Master of Science Degree from the University
of Vermont's School of Natural Resources and a Master of Public
Administration from Harvard University.

Experience: See Attachment B.

Future
employment
relationships:

1. Indicate whether you will sever all connections with your present employer, business firm, association or organization if you are confirmed by the Senate.

All such connections have been or will be severed.

2. As far as can be foreseen, state whether you have any plans after completing government service to resume employment, affiliation or practice with your current or any previous employer, business firm, association or organization.

No such plans.

3. Has anybody made a commitment to you for a job after you leave government?

No.

4. (a) If you have been appointed for a fixed term, do you expect to serve the full term?

Yes.

(b) If you have been appointed for an indefinite term, do you have any known limitations on your willingness or ability to serve for the foreseeable future?

N/A

(c) If you have previously held any Schedule C or other appointive position in the Executive branch, irrespective of whether the position required Congressional confirmation, please state the circumstances of your departure and its timing.

No previous Federal employment.

**Financial
Statement**

1. Attach a copy of your Executive Personnel Financial Disclosure Report (SF 278).
2. List sources, amounts and dates of all anticipated receipts from deferred income arrangements, stock options, uncompleted contracts and other future benefits which you expect to derive from previous business relationships, professional services and firm memberships or from former employers, clients, and customers. Amounts should be indicated by the categories established for reporting income on Form SF 278, Schedule A.

State of Vermont, Deferred Compensation Plan.

Contributions made during employment 1985 - 1990.

Value of asset \$15,000 - 50,000; annual income \$1,001 - 2,500.

3. Are any assets pledged? (Add schedule).

No.

4. Are you currently a party to any legal action?

Yes. Please see attachment C.

5. Have you filed a Federal income tax return for each of the last 10 years? If not, please explain the circumstances.

Yes.

6. Has the Internal Revenue Service ever audited your Federal tax return? If so, what resulted from the audit?

No audits.

- Potential conflicts of interest. 1. Describe any financial or deferred compensation agreements or other continuing dealings with business associates, clients or customers who will be affected by policies which you will influence in the position to which you have been nominated.

None.

2. List any investments, obligations, liabilities, or other relationships which might involve potential conflicts of interest, or the appearance of conflicts of interest, with the position to which you have been nominated.

None.

3. Describe any business relationship, dealing or financial transaction (other than taxpaying) which you have had during the last 10 years with the Federal Government, whether for yourself or relatives, on behalf of a client, or acting as an agent, that might in any way constitute or result in a possible conflict of interest, or an appearance of conflict of interest, with the position to which you have been nominated.

None.

4. Explain how you will resolve any potential conflict of interest, or appearance of a conflict of interest, that may be disclosed by your responses to the above items.

If I am confronted by a situation that may create an actual or
apparent conflict of interest, I will seek the advice and guidance
of my servicing ethics counselor before proceeding on the matter.

- 5 Explain how you will comply with conflict of interest laws and regulations applicable to the position for which you have been nominated. Attach a statement from the appropriate agency official indicating what those laws and regulations are and how you will comply with them. For this purpose, you may utilize a statement by the relevant Agency Ethics Officer.

I will contact my servicing ethics counselor for advice and
guidance in connection with any ethics situation or issue before me.

Attached is a copy of the analysis letter issued by the Department
of the Interior's Designated Agency Ethics Official (DAEO) to the

Political affiliation
and activities: Director, U.S. Office of Gov't Ethics with regard to my reported interest
List all memberships and offices held in, or financial contributions (in excess of
\$1,000), and services rendered to any political party or election committee during
the last 10 years.

No memberships or contributions over \$1,000

Published
writings:

List the titles, publishers and dates of any books, articles, or reports you have written.
(Please list first any publications and/or speeches that involve environmental or
related matters.)

Mollie Beattie, Charles Thompson and Lynn Levine, Working With Your
Woodland; A landowner's guide. University Press of New England,

Hanover, NH, 1983 (revised edition summer, 1993. "Thinking Like a
Forest", Vermont Environmental Report (Vermont Natural Resources

Council, Montpelier, Vermont 05602), 1992 Putting Wildlife First, (co-

Author), Report of the Commission on New Directions for the National
Wildlife Refuge System. Defenders of Wildlife, Washington, D.C., March,

1992. "Going Public", in proceedings of 1991 University of Pennsylvania
Conference on Land Ethics, Harrisburg, P.A.

Speech at 1992 Aiken Lecture Series, University of Vermont, Burlington,
on the Northern Forest.

Additional
Matters:

1. If there is any additional information which you believe may be pertinent to the Members of the Committee in reaching their decisions, you may include that here

2. Do you agree to appear before all Congressional Committees which seek your testimony?

Yes.

3. Having completed this form, are there any additional questions which you believe the Committee should ask of future nominees?

AFFIDAVIT

_____) ss, being duly sworn, hereby states that he/she has read and signed the foregoing Statement for Completion by Presidential Nominees including the Financial Statement and that the information provided therein is, to the best of his/her knowledge and belief, current, accurate, and complete.

William W. Butler

Subscribed and sworn before me this 20th day of July, 1993.

Rita M. Shiffer
Notary Public

RITA M. SHIFFER
NOTARY PUBLIC DISTRICT OF COLUMBIA
My Commission Expires August 31, 1997

MOLLIE H. BEATTIE**GRAFTON, VERMONT**

- 1991 Harvard University, Kennedy School of Government; Bullard Fellow, MPA
- 1979 University of Vermont, Burlington, Vt.; MS, Natural Resources/Forestry
- 1968 Marymount College, Tarrytown, N.Y.; BA, Philosophy

PROFESSIONAL EXPERIENCE:

- 1991-Present *Executive Director, The Richard A. Snelling Center for Government, Inc.*

Responsible for the development of an institute of public policy and service in Vermont. Originated the idea for the institute as a memorial to a former Vermont governor and was hired by a committee of the late governor's friends to implement it. Former Presidents Carter and Ford are honorary co-chairs. Responsibilities include designing institute structure, governance, program and policy and \$5 million fundraising campaign.

- 1989-90 *Deputy Secretary, Agency of Natural Resources, State of Vermont*

Gubernatorial appointee. With the Secretary, managed 520 full-time employees. Acted for the Secretary in all matters, including policy and legislation development. Particularly responsible for supervision of the commissioners of the agency's three departments for the agency's \$40 million budget; and for fish, wildlife, forestry, public land, public trust and various water quality, solid waste and energy issues. Chaired successful task force representing agricultural, environmental, construction, fishing, and other interests responsible for planning to meet requirements of the federal Clean Water Act.

ATTACHMENT A
(Con't)

1985-89

*Commissioner, Department of Forests, Parks and
Recreation, State of Vermont*

Gubernatorial appointee, managed 310 full-time employees. Administered 250,000 acres of public land, including fish and wildlife areas, and acquisition program. Operated 48 state parks. Developed policies and legislation on forestry, forest and agricultural land taxation, recreation, public land, wetlands, and pesticide use. Wrote amendments to state water quality law for the regulation of logging impacts and added wildlife habitat standards to forest and farmland tax law. Created the Forest Communications Council, a coordinating mechanism for all agencies and organizations providing public information in Vermont on forest and wildlife habitat management. Charter member of the Vermont Housing and Conservation Board, a grant-giving quasi-public agency providing funding principally for affordable housing and natural areas and farmland conservation. Initiated the four-state Governor's Task Force on Northern Forest Lands, now the federally-funded Northern Forest Council.

1983-85

*Program Director and Lands Manager,
The Windham Foundation, Grafton, Vermont*

Private, non-profit \$30-million foundation. Hired as lands manager for 1,300 acres of farm and forest land. Administered long-term nationally-known research project on wildlife management on private lands.

Conceived and then directed the Grafton Conferences, a series of seminars on critical issues facing the State of Vermont for leaders in the public and private sectors. Acted for the executive director in his absence. Also participated in organizational planning, operations management, public relations and personnel management.

ATTACHMENT A
(Con't)

- 1980-82 *Project Forester, Vermont Forest Demonstration Project, University of Vermont Extension Service, Burlington, Vermont*
- Taught forestry and wildlife management to private landowners and coordinated the communications of federal, state and private land management assistance organizations.
- 1979-80 *Project Director, Forest Resources Project, University of Vermont, Burlington*
- Administered a major research project regarding wildlife habitat management on private lands.
- 1979 *Research Assistant, Resources Policy Center, Dartmouth College, Hanover, N.H.*
- Wrote ecological and wildlife habitat impacts section of an Environmental Impact Statement for a wood-fired power plant.
- 1973-75 *Mountaineering Instructor, Colorado Outward Bound, Denver, Colorado*
- 1972-73 *Director of Publicity and Public Relations, Domestic Capital Corporation, Manchester, Vermont*
- 1968-71 *News Reporter, various newspapers in N.Y. and Vt.*

AFFILIATIONS AND ASSOCIATIONS

Current Board member or officer of the Vermont Land Trust, and former Director of the Vermont Natural Resources Council. Member of the advisory committee to the University of Vermont School of Natural Resources.

Convener of an active, informal coalition of Vermont conservation groups to respond to current anti-environmental movements.

ATTACHMENT A
(Con't)

Former member of many boards and commissions, including Defenders of Wildlife 1991 commission of the condition and future of the U.S. Wildlife Refuge system and a 1991 commission on environmental regulation in Vermont. Chaired Vermont's Nonpoint Water Pollution Task Force, Current Use Advisory Board and state chapter of the Society of American Foresters. Received formal acknowledgement for contributions to Vermont's growth management law, state energy plan, esthetics guidelines for developers, and forest and habitat management curriculum for loggers.

AUTHORSHIP

Principal author, Working with Your Woodland: A Landowner's Guide, University Press of New England (Hanover, N.H. and London), 1983. Revised second edition, Spring 1993.

Frequent speaker on natural resources policy; environmental regulation and its alternatives; private and public land management and ethics; economics and the environment; and workforce diversity.

ATTACHMENT B

Mollie H. Beattie

Wildlife-Related Experience

My degree in natural resources management is a Master of Science degree from the School of Natural Resources at the University of Vermont. I took courses in wildlife and general natural resource management and policy. Much of my course work was in forestry because, in New England and other areas of the country, vegetative manipulation is the key to management of most biotic natural resources, including wildlife habitat and landscape esthetics, as well as timber.

In 1978, having finished graduate school, I took a job as a research assistant under Dr. Dennis Meadows at Dartmouth College. My job was to analyze the wildlife and ecological impacts of a proposed wood-fired power plant in Maine.

I left Dartmouth in 1979 to be director of the Grafton Forest Resources Project, a cooperative effort of the University of Vermont and the Windham Foundation, a private, non-profit organization. The project was one of research and demonstration of wildlife habitat management on private lands. A particular emphasis of the project was game bird habitat, and we worked closely with the late Dr. Gordon Gullion, then the foremost expert on ruffed grouse in the U.S.

The Forest Demonstration project which I directed from 1980 to 1982 was a federally-funded effort to teach forest management to private landowners. A major emphasis of the instruction was on wildlife habitat management, which is known to be the primary management goal of the nation's private non-industrial forest owners. My work in this project provided the basis for the wildlife habitat sections of Working With Your Woodland, a book for private landowners of which I am the principal author.

As Commissioner of Forests, Parks and Recreation (FP&R) for the State of Vermont, I oversaw wildlife habitat management on Vermont's state-owned lands, including fish and wildlife lands. My department's sister unit, the Department of Fish and Wildlife (F&W) did not include land management resources, so the lands were administered by FP&R in consultation with F&W. As Commissioner, I added wildlife habitat management standards to Vermont's current use law, and wrote the state's first standards for stream quality protection for logging operations.

ATTACHMENT B
(Con't)

Later, as Vermont's Deputy Secretary of Natural Resources, I was responsible for the day-to-day supervision of the Commissioner of Fish and Wildlife. I sat as hearing officer on disputes over endangered species, and often attended meetings of Vermont's endangered species committee. The establishment of a Natural Heritage Program in the Agency of Natural Resources was one of my responsibilities. I was continuously involved in the regulation of land development relative to its impact on wildlife habitat and water quality. In 1990 and 1991, I served as vice chair of a commission on the future of the National Wildlife Refuges sponsored by Defenders of Wildlife. The commission's work included on-site review of several wildlife refuges in the east, California, and Alaska. The commission produced a detailed report of findings and recommendations in 1991, and the chair and I presented the report to the North American Wildlife Conference the next year.

As the Bullard Fellow at the Kennedy School of Government in 1990-91, I studied domestic and international environmental law, including wildlife law and international conventions such as CITES.

As a board member of several conservation organizations I have dealt with policy and interventions on a variety of national, regional and state wildlife issues.

ATTACHMENT C

ATTACHMENT C, Question 4, Page 4

I am named as a defendant in two suits brought against several former Vermont state officials for actions taken in their official capacities. These cases are State of Vermont v. Pliny Gale, et al. and Killington v. Lash, et al.. The Vermont Attorney General is acting for all of the defendants in both cases.



United States Department of the Interior

OFFICE OF THE SECRETARY
Washington, D.C. 20240



JUL 20 1993

Mr. Stephen D. Potts
Director
U. S. Office of Government Ethics
Suite 500
1201 New York Avenue, N.W.
Washington D.C. 20005-3917

Dear Mr. Potts:

The enclosed financial disclosure report filed by Ms. Mollie H. Beattie for the position of Director, U.S. Fish and Wildlife Service, has been reviewed in compliance with 5 CFR 2634.605. In addition to the standard conflict of interest prohibitions contained in 18 U.S.C. Sections 201-209 and Executive Order 12674 (as modified by E.O. 12731), the Director, U.S. Fish and Wildlife Service is also subject to five statutory prohibitions that apply to employees in our Department.

These five statutory prohibitions, commonly referred to as "Organic Act" prohibitions, are: 18 U.S.C. 437; 30 U.S.C. 6; 30 U.S.C. 1211(f); 43 U.S.C. 11 and 43 U.S.C. 31(a). Except for 30 U.S.C. 1211(f), the provisions of each of these organic acts are extended to the Director, U.S. Fish and Wildlife Service by Department of the Interior regulations in 43 CFR Part 20.

Ms. Beattie is a former employee of the State of Vermont. During her employment with the State, she served as Commissioner of Forests, Parks and Recreation and Deputy Secretary for Natural Resources. Since she left the Vermont Government in 1990, information concerning her employment with the State is not reportable on her SF-278 Financial Disclosure Report. Ms. Beattie does, however, have a continuing interest in the State of Vermont's Deferred Compensation Plan. This interest has been reported on her SF-278. Vermont's Deferred Compensation Plan is managed by Aetna Life Insurance Company and the State does not make any contributions to the Plan on Ms. Beattie's behalf. The assets contained in the Plan are composed of diversified stock and/or bond mutual funds.

Up until May 20, 1993, Ms. Beattie worked for the Richard A. Snelling Center for Government as a consultant. The Center is a non-profit organization that analyzes State and local public policy issues and promotes public deliberation about them. The Center has no business dealings with the Department of the Interior.

Ms. Beattie currently receives royalties from the University Press of New England for a book she authored on Forestry for Landowners. Ms. Beattie expects the royalty payments to continue.

Ms. Beattie's husband is self-employed and the owner of Grafton Builders, a residential home construction company. Grafton Builders Company has no business dealings with the Department of the Interior.

On Part I of Schedule D of her New Entrant SF-278, Ms. Beattie reports her association with a number of non-profit conservation organizations. The organizations include the Vermont Land Trust, Vermont Natural Resources Council, The Countryside Institute, American Forests [Organization] and Defenders of Wildlife.

The Vermont Land Trust protects farm and forest land in Vermont by purchasing such land on a willing seller basis. The organization has no business dealings with the Department of the Interior. Ms. Beattie presently serves as Director of this organization, and has indicated her desire to continue her role as Director for this organization until July, 1993. At that time, her position as Director of the Vermont Land Trust will automatically terminate.

The Vermont Natural Resources Council is a statewide environmental advocacy organization. The Council may occasionally be involved in issues of interest to the Department, but has no formal business dealings with the Department of the Interior. Ms. Beattie has resigned her position as Director of this organization.

The Countryside Institute is an advocate organization for the conservation of important landscapes and townscapes. The organization presently co-sponsors a program with the National Park Service. Ms. Beattie has resigned her position as Director of this organization.

American Forests is an advocate organization for forest conservation. The organization presently does not have any business dealings with the Department of the Interior. Ms. Beattie has resigned her position as Director of this organization.

Defenders of Wildlife is an advocate organization for the conservation and preservation of wildlife. The organization does have business dealings with the Department of the Interior. Ms. Beattie has resigned her position as an advisor to this organization.

To avoid the appearance of impropriety, Ms. Beattie has agreed, upon her confirmation as Director, U.S. Fish and Wildlife Service, to disqualify herself for one-year from all particular matters involving specific parties that have a direct and predictable effect on the activities and interests of the organizations in which she served as an advisor, consultant or Director. These

organizations are listed below. Ms. Beattie's recusal will not extend to general rule making, general legislation, or the formulation of general policy matters.

Richard A. Snelling Center
Vermont Natural Resources Council.
The Countryside Institute
American Forests
Vermont Land Trust - (one-year recusal begins the day her term
[as Director] expires).

Based on our review of the information provided, I have determined and certified that Ms. Beattie is in compliance with the ethics statutes and regulations which apply to the Director, U.S. Fish and Wildlife Service.

Should you have any questions concerning the report submitted by Ms. Beattie, please call Gabe Paone on 208-7960 or Mason Tsai on 208-5916.

Thank you.

Sincerely,

Gabriele J. Paone

for
Ed Kay
Designated Agency Ethics Official
and Principal Deputy Assistant
Secretary - Policy, Management and
Budget

Enclosure

cc: Ms. Beattie
DOI/OCL - 2 copies



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